



# Leadership Conference on Civil Rights

1629 K Street, NW  
10<sup>th</sup> Floor  
Washington, D.C. 20006  
Phone: 202-466-3311  
Fax: 202-466-3435  
[www.civilrights.org](http://www.civilrights.org)

WADE J. HENDERSON  
Executive Director

## FOUNDERS

Arnold Aronson\*  
A. Philip Randolph\*  
Roy Wilkins\*

## OFFICERS

### CHAIRPERSON

Dorothy I. Height  
National Council of Negro Women

### VICE CHAIRPERSONS

Antonia Hernandez  
Mexican American Legal Defense &  
Educational Fund

Judith L. Lichtman  
National Partnership for  
Women & Families

William L. Taylor  
Citizens' Commission on Civil Rights

### SECRETARY

William D. Novelli  
AARP

### TREASURER

Gerald W. McEntee  
AFSCME

### COUNSEL EMERITUS

Joseph L. Rauh, Jr.\*

### HONORARY CHAIRPERSONS

Marvin Caplan\*  
Benjamin L. Hooks  
Clarence M. Mitchell, Jr.\*

### EXECUTIVE COMMITTEE

Barbara Aronwine  
Lawyers' Committee For Civil  
Rights Under Law  
Elizabeth Birch  
Human Rights Campaign

Christine Chen  
Organization of Chinese Americans

Robert W. Edgar  
National Council of Churches

Sandra Feldman  
American Federation of Teachers,  
AFL-CIO

Kim Gandy  
National Organization for Women

Ron Gettelfinger  
International Union, United Automobile  
Workers of America

Marcia Greenberger  
National Women's Law Center

Jacqueline Johnson  
National Congress of American Indians

Elaine R. Jones  
NAACP Legal Defense &  
Educational Fund, Inc.

George Kourpias  
Alliance for Retired Americans

Leon Lynch  
United Steelworkers of America

Kay J. Maxwell  
League of Women Voters of  
the United States

Kweisi Mfume  
NAACP

Marc H. Morial  
National Urban League

Laura Murphy  
American Civil Liberties Union

Ralph G. Neas  
People For The American Way

Nancy Rustad  
American Association of  
University Women

David Saperstein  
Union of American Hebrew  
Congregations

Andrew L. Stern  
Service Employees International Union

Reg Weaver  
National Education Association

Richard Womack  
AFL-CIO

Patricia Wright  
Disability Rights Education and  
Defense Fund, Inc.

Raul Yzaguirre  
National Council of La Raza

### COMPLIANCE ENFORCEMENT COMMITTEE

Karen K. Narasaki  
National Asian Pacific American  
Legal Consortium

(\*Deceased)

## ***Realize the Dream. Restore Civil Rights*** **Fairness: The Civil Rights Act of 2004**

### **Douglas King**

To many, this seemed like an easy case. For years, state troopers like Douglas King were working overtime and not getting paid for it. Failing to compensate hourly workers for overtime is a direct violation of the Fair Labor Standards Act (FLSA). Mr. King and over 200 Nebraska state troopers brought suit under the FLSA for \$6,000,000 to compensate for 44,000 hours of overtime.

The state offered the troopers compensatory time off ("comp" time) instead of overtime wages, but time off doesn't pay for a child's college tuition or doctor bills. And it doesn't pay the mortgage or car insurance.

But the court in the troopers' case had no choice. It was forced to follow the Supreme Court's decision in *Alden v. Maine*, which held that state employees cannot recover money damages (like back pay) for violations of the FLSA.

State troopers risk their lives every day to ensure that we are safe and secure. Is it fair for states to be able to violate the law and not pay state troopers or other workers the money they are owed?

Court case: *King v. State*

*"Equality In a Free, Plural, Democratic Society"*